

CalCPA Health offers group term life insurance and group long term disability (LTD) insurance to participating employers with 2 or more full time employees/partners. These programs are provided through Lincoln Financial Group, a leading national disability and life insurance carrier. The grids below provide a basic overview of the benefits for the plans that are available. Customized and enhanced programs are also available for partners and owners of firms. For more information, please contact Banyan Administrators at (877) 480-7923, or visit us online at [www.CalCPAHealth.com](http://www.CalCPAHealth.com).

| Group Term Life Insurance                         |  |  |
|---|--|--|
| Benefit Category                                  | Option 1   | Option 2   |
| Eligibility                                       | All full-time employees/partners working 30 or more hours per week   |  |
| Life Insurance Benefit Amount                     | 1X basic annual earnings, rounded up to the next \$1,000. The minimum benefit is \$10,000 and the maximum benefit is \$50,000                              | 2X basic annual earnings, rounded up to the next \$1,000. The minimum benefit is \$10,000 and the maximum benefit is \$100,000 |
| Accidental Death and Dismemberment Benefit Amount |  |  |
| Benefit Reduction                                 | Benefits reduce every five years, starting at age 65, by predetermined percentages (35%, 25%, etc.) until age 95   |  |
| Accelerated Death Benefit                         | Employees diagnosed as terminally ill may withdraw a percentage of the death benefit to pay medical expenses. The death benefit is reduced by this amount. |  |
| Benefit Termination                               | Benefits terminate at retirement   |  |

| Group Long Term Disability       |   |                               |
|----------------------------------|---|-------------------------------|
| Benefit Category                 | Option 1  | Option 2                      |
| Eligibility                      | All full-time employees/partners working 30 or more hours per week  |                               |
| Monthly Benefit                  | 60% of salary up to \$6,000.  | 60% of salary up to \$10,000. |
| Maximum Benefit Duration         | Social Security Normal Retirement Age/Age 65 (whichever is later)   |                               |
| Own Occupation Period            | 24 months for non-CPAs, Social Security Retirement Age for CPAs   |                               |
| Elimination Period               | 180 Days  |                               |
| Accumulation of Elimination Days | Elimination Period can be satisfied with total or partial disability  |                               |
| Pre-Existing Conditions          | Employee may not be eligible for benefits if they have received treatment for a condition within the past 12 months until they have been covered under this plan for 12 months. |                               |
| Waiver of Premium                | No premium payments are required during any time of partial or total disability   |                               |
| Survivor Income Benefit          | A survivor benefit is paid to the beneficiary if the employee dies while receiving benefits   |                               |
| Benefit Limitations              | 24 months for Mental Illness or Substance Abuse<br>No limit for Specified Illness   |                               |

Please note:

- Each firm may only offer one Life Insurance plan and one LTD plan.
- Evidence of Insurability Information is required for LTD plans exceeding \$6000 for groups with 2-3 employees.
- Taxable and non-taxable options available for LTD.
- Employer pays employee premiums and must enroll all eligible employees.
- Coverage information is subject to change up.
- In the event of a conflict between this information and the contract with Lincoln Financial Group, the terms of the contract will prevail.